UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	Date F ed		
3-CA-312267	2/16/2023		

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in	which the alleged dilian labor practice occurred or is occu	irring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Tesla, Inc.		b. Te . No. 716-319-9600
		c. Ce No.
	I. F	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 13101 Harold Green Rd., Austin, TX 78725	e. Emp oyer Representat ve	g. e-ma
,	Elon Musk, CEO See Attachment	erm@tesla.com
1339 South Park Ave., Buffalo, NY 14220	See Attachment	h. Number of workers emp oyed 2,000
. Type of Estab shment (factory, mine, wholesaler, etc.) Factory	j. Ident fy pr nc pa product or serv ce Renewable Energy Technology	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sect	ion 8(a), subsections (1) and
(list subsections) (3)	of the National Labo	r Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.	-	-
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	oractices)
See Attachment	mont of the lacto concentaining the anoget arman lazer p	
3. Fu name of party f ng charge (if labor organization, g	ive full name, including local name and number)	
Rochester Regional Joint Board, Workers Uni		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Te . No.
2495 Main St., Suite 556		585-473-3280
Buffalo, NY 14214		4c. Ce No.
		40. Ge NO.
		4d. Fax No.
		4e. e-ma
		gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an affiliate or constituent unit (to be filled	
	To whom to an all alle of constituent and (to be fined	in when charge is med by a labor organization,
Workers United, a/w SEIU		
6. DECL	ARATION	Te . No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		716-912-3480
		Off ce, f any, Ce No.
		_
(signature of representative or person making charge) (Print/type name and title or office if any)		Fax No.
135 Delaware Ave., Suite 502, Buffalo	o, NY 14202 February 15, 2023	e-ma
Address	Date	mdolce@hayesdolce.com
I .		The state of the s

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U S C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register. 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

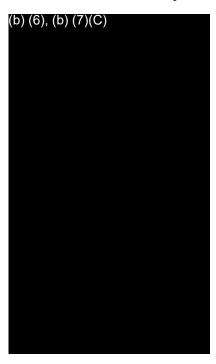
Attachment to Charge Against Employer

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

On February 15, 2023, one day after workers announced their Union campaign at the Tesla Gigafactory 2 facility in Buffalo, New York, the above-named Employer terminated dozens of individuals from its Autopilot Department, including but not limited to:



The above-named Employer terminated these individuals in retaliation for union activity and to discourage union activity.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Tesla's unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
03-CA-312352	2/17/2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		urring.		
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer Tesla, Inc.		b. Tel. No. 716-319-9600		
		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code) 13101 Harold Green Rd., Austin, TX 78725	e. Employer Representative Elon Musk, CEO;	g. e-mail		
15101 Harold Green Rd., Austin, 1X 76725	(b) (6), (b) (7)(C)			
1339 South Park Ave., Buffalo, NY 14220	(b) (6), (b) (7)(c) @tesla.com;	erm@tesla.com		
1337 South Fark Ave., Bullato, IVF 14220	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Otesla.com	h. Number of workers employed 2,000		
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Renewable Energy Technology			
tors enables and serving when	THE WASHINGTON DOCUMENT OF THE WASHINGTON DESCRIPTION OF THE WASHI	04000-0220-02 PROSESSO 14400-0-04428-0-0-04		
The above-named employer has engaged in and is engaged in and is engaged.	TI 1710 41 Sente serior s	THE STATE OF THE PARTY STATES AND ADDRESS OF THE PARTY STATES		
(list subsections)		or Relations Act, and these unfair labor		
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)		
In February 2023, immediately following workers employer implemented a policy prohibiting worker on its face, and the employer implemented it to pre-	rs from recording interactions to which they we	re a party. The policy violates the Act		
3. Full name of party filing charge (if labor organization, g Rochester Regional Joint Board, Workers United	ive full name, including local name and number)	17		
4a. Address (Street and number, city, state, and ZIP code 2495 Main St., Suite 556	9)	4b. Tel. No. 585-473-3280		
Buffalo, NY 14214		4c. Cell No.		
		4d. Fax No.		
		4e. e-mail gbonadonnajr@rrjb.org		
5. Full name of national or international labor organization Workers United, a/w SEIU	n of which it is an affiliate or constituent unit (to be filled	I in when charge is filed by a labor organization)		
6 DECL	ARATION	Tel. No.		
I declare that I have read the abo	ve charge and that the statements ny knowledge and belief.	716-608-3427		
Ian Hayes, Attorney		Office, if any, Cell No.		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.		
Hayes Dolce Address 135 Delaware Ave., Suite 502, Buffalo, N	NY 14202 Date 2-16-23	e-mail ihayes@hayesdolce.com		
	·-			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
03-CA-312362	2/17/2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer	OTEN AGAINST WITOW CHARGE IS BROOGHT	b. Tel. No.	
Tesla, Inc.	716-319-9600		
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
13101 Harold Green Rd., Austin, TX 78725	Elon Musk, CEO;	g. e-mail	
1339 South Park Ave., Buffalo, NY 14220	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @tesla.com;	erm@tesla.com	
1337 South Falk Ave., Bullato, IVF 14220	(b) (6), (b) (7)(C) (b) (e), (b) (7)(C) (etsla.com	h. Number of workers employed 2,000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Renewable Energy Technology		
The above-named employer has engaged in and is engaged	in unfair labor practices within the meaning of sections	ion 8(a), subsections (1) and	
(list subsections)	II 1740 47. assume transport of	r Relations Act, and these unfair labor	
practices are practices affecting commerce within the me		MENO POCESSA NASCESA ESTELO DE APROBLACIO ANIMONESCO DE ASOMO DOCUMENTO ESSETA.	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	ractices)	
employer, through CEO Elon Musk and/or his age shadow banned from the Twitter platform. The sh from workers and the public on Twitter, thereby st 3. Full name of party filing charge (if labor organization, g Rochester Regional Joint Board, Workers United)	adow ban caused the Union's account to be less a opping or discouraging protected concerted and/	accessible and functionally hidden	
4a. Address (Street and number, city, state, and ZIP code 2495 Main St., Suite 556	9)	4b. Tel. No. 585-473-3280	
Buffalo, NY 14214		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail gbonadonnajr@rrjb.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU			
6 DECL	ARATION	Tel. No.	
I declare that I have read the above charge and that the statements		716-608-3427	
are true to the best of my knowledge and belief. Ian Hayes, Attorney		Office, if any, Cell No.	
Jan Hangs	7,		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.	
Hayes Dolce		o mail	
Address 135 Delaware Ave., Suite 502, Buffalo, N	NY 14202 Date 2-16-23	e-mail ihayes@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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RECEIVED By Region 3 at 10:08 am, Feb 17, 2023

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INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	1 DISM EXEMIT DIDER 44 0.3.0 3312		
DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
03-CA-312373	0/47/0000		

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1	NST	DI.	רחו	Γ	NC.

2/1//2023 File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Tesla c. Cell No. (b) (6), (b) (7)(C) f. Fax No. d. Address (Street, city, state, and ZIP code) Employer Representative (b) (6), (b) (7)(C) 1339 South Park Ave g. e-Mail Buffalo, NY 14220 (b) (6), (b) (7)(C)@tesla.com h. Number of workers employed 1501 Page Mill Rd, Palo Alto, CA 94304 2100 i. Type of Establishmert (factory, mine, wholesaler, etc.) j. Identify principal product or service Factory Solar panel manufacturing and autopilot program k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(c), 2023, it, by its officers, agents, and representatives, terminated the employment of (b) (6), (b) (7)(c) because of membership and activities in behalf of Rochester Regional Joint (b) (6), (b) (7)(C) Board, Workers United, a labor organization, and at all times since such date it has refused and does now refuse to employ the above-named employee. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No (b) (6), (b) (7)(C) 4c. Cell No (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Tel No. 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Ву (Print/type name and title or office, if any) Fax No e-Mail 2-17-23 (date) (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
03-CA-312449	2/21/2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in		iring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Tesla, Inc.		b. Te . No. 716-319-9600
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
13101 Harold Green Rd., Austin, TX 78725 Elon Musk, CEO		g. e-ma erm@tesla.com
1339 South Park Ave., Buffalo, NY 14220	See Attachment	h. Number of workers emp oyed 2,000
. Type of Estab shment (factory, mine, wholesaler, etc.) Factory J. Ident fy pr nc pa product or serv ce Renewable Energy Technology		
The above-named employer has engaged in and is engaged	ning in unfair labor practices within the meaning of secti	ion 8(a) subsections (1) and
, ,		* /
(list subsections) (3)		r Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are prac	ctices affecting commerce within the
Bas s of the Charge (set forth a clear and concise state See Attachment	ement of the facts constituting the alleged unfair labor p	ractices)
3. Fu name of party f ng charge (if labor organization, g Rochester Regional Joint Board, Workers Uni		
4a. Address (Street and number, city, state, and ZIP code 2495 Main St., Suite 556	2)	4b. Te . No. 585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an affiliate or constituent unit (to be filled)	in when charge is filed by a labor organization)
Workers United, a/w SEIU		The month of the state of the s
C DECL	ABATION	Te . No.
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		716-912-3480
		Off ce, f any, Ce No.
(signature of representative or person making charge) (Print/type name and title or office if any)		Fax No.
135 Delaware Ave., Suite 502, Buffalo Address	o, NY 14202 February 20, 2023 Date	e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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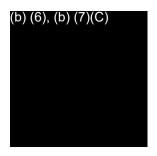
Attachment to Charge Against Employer

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

On February 15 and 16, 2023, in the immediate days after workers announced their Union campaign at the Tesla Gigafactory 2 facility in Buffalo, New York, the above-named Employer terminated dozens of individuals from its Autopilot Department, including but not limited to:



The above-named Employer terminated these individuals in retaliation for union activity and to discourage union activity.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Tesla's unlawful conduct.